



DEPARTMENT OF HEALTH AND HUMAN SERVICES
ALBUQUERQUE AREA INDIAN HEALTH SERVICE



The Albuquerque Area Indian Health Service defines its mission as a commitment to the well-being and cultural integrity of Indian people through a participatory and consultative process.

THE ALBUQUERQUE AREA INDIAN HEALTH SERVICE IS A "SMOKE-FREE" ENVIRONMENT

VACANCY ANNOUNCEMENT

AMENDMENT #1, 09-29-05

Change duty location from Albuquerque, NM;
Change from (Includes Locality Pay Adjustment)
Add Relocation Statement
Add Selective Placement Factor

VACANCY ANNOUNCEMENT NO.	OPENING DATE	CLOSING DATE
ZSU-MPP-05-13 ZSU-ESEP-05-13	July 28, 2005	Applications will be accepted until sufficient applications are received

POSITION TITLE, SERIES, GRADE AND SALARY	LOCATION & DUTY STATION
Supervisory Clinical Nurse GS-610-11, \$60,319 per annum (Special Salary Rate Authorized Under 5USC 5303)	PHS Indian Hospital Nursing Administration – OB/GMS Zuni, New Mexico

AREA OF CONSIDERATION: ALL SOURCES

RELOCATION: Relocation Expenses will be paid for eligible employees in accordance with Federal Travel Regulations and 41CFR Chapter 302.

CONDITIONS OF EMPLOYMENT:

- ☑☑ One Permanent Full-Time position. The incumbent of this position is subject to call back and/or standby work.
- ☑☑ May be required to serve a probationary period for supervisory position.
- ☑☑ If you are a male, born after December 31, 1959, and you want to be employed by the federal government, you must (subject to certain exemptions) be registered with the Selective Service System.
- ☑☑ In accordance with Chapter 12, Indian Health Manual, IHS Employee Immunization Program, selected candidate will be required to submit proof of immunity to the following diseases: Rubella and Measles.
- ☑☑ Before hiring, the IHS will ask you to complete a "Declaration for Federal Employment" and/or "Declaration for Federal Employment Indian Health Service Child Care & Indian Child Care Worker Positions" to determine your suitability for federal employment, to authorize a background investigation, and to certify the accuracy of all information in your application. Under P.L. 101-630 Indian Child Protection Act, anyone who answers in the affirmative will be found ineligible and unsuitable for employment in the Indian Health Service. If you make a false statement in any part of your application, you may not be hired; you may be fired after you begin work; or you may be fined or jailed.

DUTIES AND RESPONSIBILITIES: The incumbent shall be responsible for providing direction, leadership and management of the Obstetrical Unit and General Medical Surgical Unit including supervision of assigned staff. In addition, is responsible for total house supervision of all patient care areas (obstetrics, outpatient/ER and general medical surgical units) after normal working hours. Provides technical and administrative supervision to: 4-6 clinical nurses, 4 nursing assistants, and one medical clerk, assigns and reviews work; approves/disapprove leave; develops and evaluates performance standards and ratings, takes appropriate performance and/or conduct related actions. Responsible for total house supervision between the hours of 4:30PM to 8:00AM including holidays and weekends. Collaborates with staff development nurse to provide and/or arrange inservices. Assists in the orientation process of new personnel. Review unit management and participate in the development of spending plans. Monitors and maintains adequate levels of warehouse and direct issue supplies. Communicates pertinent information and changes in policy and procedures. Maintains supportive relationship with tribal organizations. Develops, coordinates, monitors and evaluates perinatal patient/family education programs. Evaluates and monitors equipment for proper functioning. Orders repairs and/or researches and orders new equipment. Attends inservice training and continuing education programs to maintain and update nursing knowledge and skills. Function as OB staff nurse during OB staff shortage. In collaboration with the OB medical director, direct and manage operations of the unit to maintain and/or improve the quality of patient care services. Review, develop and implement nursing policies and procedures based

on ACOG, JCAHO and AWHONN standards and guidelines. PI activity, monitor and evaluate staff adherence to JCAHO standards, monitor critical high-risk low volume procedures for compliance with standard of care. Submit quarterly reports to the PI Coordinator. In emergency situations, when a physician is not immediately present, initiates specific nursing measures. Provide patient care to newborns, pediatric and adults using the nursing process, MD orders, patient assessment and patient interview. Work is on rotational assignment of nights, days, weekend and holidays.

COMPETITIVE SERVICE AND EXCEPTED SERVICE QUALIFICATION REQUIREMENTS: Degree: Education: Degree or diploma from a professional nursing program approved by the legally designated State accrediting agency at the time the program was completed by the applicant.

Registration: Candidates must have active, current registration as a professional nurse in a State, District of Columbia the Commonwealth of Puerto Rico, or a Territory of the United States.

In Addition to Meeting the Basic Requirement: Candidates currently in OB/GYN at Zuni Service Unit must have had at least 52 weeks of professional nursing experience equivalent to at least the GS -10 grade level. All other candidates must have had at least 52 weeks of professional nursing experience equivalent to the GS -9 grade level.

Professional Nursing Experience: Experience in providing supervision, leadership and management of nursing care activities in an obstetrical unit within a hospital setting. Examples of the type of experience which will be credited are shown under "Description of Duties and Responsibilities".

SUPERVISORY AND MANAGERIAL ABILITIES: Candidates must have demonstrated in their work experience or training that they possess or have the potential to develop the following:

- ?? Ability to assign and review work of subordinates, training and work effectively with subordinates from a variety of backgrounds and with different levels/areas of training.
- ?? Ability to accomplish the quality and quantity of work expected within set limits of cost and time.
- ?? Ability to plan own work and carry out assignments effectively.
- ?? Ability to communicate with others effectively both orally and in writing in working out solutions to problems or questions relating to the work.
- ?? Ability to understand and further management goals as these affect day-to-day work operations.
- ?? Ability of develop improvements in or design new work methods and procedures.

Personal Attributes: The attributes are important to success in supervisory or managerial positions at all supervisory levels. Accordingly, candidates for all supervisory positions must demonstrate all of the following personal qualities:

- ?? Objectivity and fairness in judging people on their ability, and situations on the facts and circumstances.
- ?? Capacity to adjust to change, work pressures, or difficult situations without undue stress;
- ?? Willingness to consider new ideas or divergent points of view; and
- ?? Capacity to "see the job through."

SELECTIVE FACTOR: In addition to the qualification requirements, to be rated basically qualified for the position, applicants must demonstrate possession of the following knowledge, skills, and abilities (KSAs)

Verification of a current, valid, active, unrestricted license in any State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States is required when filling all positions for registered nurses at all levels.

PUBLIC HEALTH SERVICE (PHS) LICENSURE POLICY: Each PHS nurse must possess and maintain a valid, active, current license/registration as a professional nurse. This policy applies to individuals filling positions in the 610 Nurse Series.

Substitution of education for experience is made in accordance with OPM Operating Manual Qualification Standards for General Schedule Positions.

TIME-IN-GRADE REQUIREMENTS: Merit Promotion candidates currently in OB/GYN at Zuni Service Unit must have completed at least 52 weeks of service no more than one grade lower than the position to be filled. All other merit promotion candidates must have completed at least 52 weeks of service no more than two grades lower than the position to be filled.

EVALUATION METHOD AND RANKING FACTORS: Evaluation will be made of the extent to which experience, education, training, self-development, performance appraisal, outside activities, and/or awards demonstrate that basically qualified candidates possess the Ranking Factors-KSAs described below. Applicants must address the following KSAs on a separate sheet of paper.

KSAs for Supervisory Clinical Nurse, GS-610-11

1. Knowledge of professional nursing care principles, practices and procedures.
2. Knowledge of JCAHO accreditation standards and other agency regulatory standards.
3. Ability to provide safe patient care scheduling.
4. Knowledge of management skills
5. Ability to supervise and prioritize work of others.
6. Ability to communicate effectively.

WHO MAY APPLY:

✂✂ **Merit Promotion Plan (MPP) Candidates:** Applications will be accepted from status eligibles (e.g., reinstatement eligibles and current permanent employees in the competitive federal service) and from current permanent IHS employees in the Excepted Service who are entitled to Indian preference.

✂✂ **Excepted Service Examining Plan (ESEP) Candidates:** Applications will be accepted from individuals entitled to Indian preference. Current permanent IHS Excepted Service employees and Competitive Service employees or Reinstatement eligible entitled to Indian preference may also apply under the provision of the Indian Health Service Excepted Service Examining Plan.

✂✂ Candidates **must indicate** whether their application is submitted under the IHS Excepted Service Examining Plan, the IHS Area Merit Promotion Plan, or both.

✂✂ **Indian Preference:** Indian Health Service is required by law to give absolute preference in employment to qualified Indian preference candidates.

✂✂ **Veterans Preference:** Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply.

✂✂ **Commissioned Corps Officers:** PHS Commissioned Corps Officers are invited to apply for applicable professional positions for which they are qualified. The USPHS Commissioned Corps Officers who wish to apply for this vacancy announcement must submit a resume and meet the same experience and training requirements for positions as Civil Service applicants as provided by IHS Circular No. 87-2, date July 9, 1987 and all other documents specified in this announcement including KSAs, transcripts, registration, etc.”

✂✂ **Non-Status Candidates:** Applications will also be accepted from non-status candidates (individuals who have never been employed by the federal government) and individuals eligible for non-competitive appointment (e.g., applicants eligible for appointment under the Veterans Readjustment Act, the severely handicapped, those with a 30% or more compensable service-connected disability).

✂✂ **Reasonable Accommodations:** This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify Cynthia Tsalate, Human Resources Specialist, 505-782-7515. The decision on granting reasonable accommodation will be made on a case-by-case basis.

✂✂ **Displaced Federal Employees Requesting Special Selection Priority Consideration:** If you are currently a DHHS (includes IHS) employee who has received a Reduction in Force (RIF) separation notice or a Certificate of Expected Separation, you may be entitled to special priority selection under the DHHS (includes IHS) Career Transition Assistance Program (CTAP).

✂✂ **Career Transition Assistance Program (CTAP) --** To receive this priority consideration you must:

1. Be a current DHHS career or career-conditional (tenure group I or II) or be a current IHS excepted appointment (with no time limits) tenure group II excepted/competitive service employee who has received a RIF separation notice or a Certificate of Expected Separation (CES) and, the date of the RIF separation has not passed and you are still on the rolls of DHHS. You must submit a copy of the RIF separation notice or CES along with your application.
2. Be applying for a position that is at or below the grade level of the position from which you are being separated. The position must not have a greater promotion potential than the position from which you are being separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package.
4. Be currently employed by DHHS (includes IHS) in the same commuting area of the position for which you are requesting priority consideration.

5. File your application by the Vacancy Announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.).
6. Meet the basic qualifications for the position, including any documented selective factors, physical requirements with any reasonable accommodation, and is able to satisfactorily perform the duties of the position without undue interruption.

~~§§~~ **Interagency Career Transition Assistance Program (ICTAP)** – If you are a displaced federal employee you may be entitled to receive special priority selection under the ICTAP. To receive this priority consideration you must:

1. Be a displaced federal employee. You must submit a copy of the appropriate documentation such as RIF separation notice, a letter from OPM or your agency documenting your priority consideration status with your application package. The following categories of candidates are considered displaced employees:
 - A. Current or former career or career-conditional (tenure group I or II) competitive service employees who:
 - 1) Received a specific RIF separation notice; or
 - 2) Separated because of a compensable injury, whose compensation has been terminated, and whose former agency certifies that it is unable to place; or
 - 3) Retired with a disability and whose disability annuity has been or is being terminated; or
 - 4) Upon receipt of a RIF separation notice retired on the effective date of the RIF and submits a Standard Form 50 that indicates "Retirement in lieu of RIF;" or
 - 5) Retired under the discontinued service retirement option; or
 - 6) Was separated because he/she declined a transfer of function or directed reassignment to another commuting area.

OR

- B. Former Military Reserve or National Guard Technicians who are receiving a special Office of Personnel Management (OPM) disability retirement annuity under section 8337(h) or 8456 of Title 5 United States Code.
2. Be applying for a position at or below the grade level of the position from which you have been separated. The position must not have a greater promotion potential than the position from which you were separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package. (This requirement does not apply to candidates who are eligible due to compensable injury or disability retirement).
4. Occupy or be displaced from a position in the same local commuting area of the position for which you are requesting priority consideration.
5. File your application by the Vacancy Announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.).
6. Be rated well qualified for the position, including any documented selective factors, quality ranking factors, physical requirements with any reasonable accommodation, and is able to satisfactorily perform the duties of the position upon entry.

~~§§~~ **Well-Qualified Definition:** Surplus or displaced Department of Health and Human Services (DHHS) employees may exercise selection priority for DHHS vacancies in their local commuting area if they apply directly for the vacancy and are determined to be well-qualified.

~~§§~~ If filing an application for a noncompetitive action when no official vacancy announcement is being announced, "well-qualified" means that you meet the minimum qualification and eligibility requirements of the position (including any selective factors), and can perform the duties of the position without undue interruption to organizational operations.

~~§§~~ If filing an application under a vacancy announcement, "well-qualified" means you meet the minimum qualification and eligibility requirements of the position (including any selective factors), and meet the cut-off score to be referred to the selection official. This score is derived as a natural break resulting from the rating and ranking of all qualified applicants to determine the extent to which candidates possess the knowledge, skills, and abilities (KSAs) required to succeed in the position.

~~§§~~ Only U.S. citizens may be appointed to the Competitive Service.

WHERE TO APPLY:

Applications MUST be submitted by close of business of the closing date to the following address:

Zuni PHS Indian Hospital
Human Resources
P.O. Box 467

For copies of vacancy announcements, download from the IHS website at www.ihs.gov or OPM website at www.usajobs.opm.gov. We do not FAX vacancy announcements. For inquiries, contact Cynthia Tsalate, Human Resources Specialist, 505-782-7515.

REQUIRED DOCUMENTATION:

- ✍✍ Verification of Indian Preference: Applicants who wish to receive Indian Preference **MUST** submit the BIA Form 4432, Verification of Indian Preference for Employment in BIA and IHS Only. This certifies the applicant as Indian as defined by the IHS Circular No. 87-3, dated July 9, 1987. Indian Preference will not be given unless the BIA Form 4432 is attached to the application/Resume.
 - ✍✍ The OF-306, Declaration for Federal Employment. Form may be downloaded from: www.opm.gov/forms/pdfimage/of0306.pdf.
 - ✍✍ Indian Health Service Child Care and Child Care Worker Position Statement
 - ✍✍ Statement of authorization to review of application.
 - ✍✍ See, How to Apply, on last page, for additional information.
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OTHER IMPORTANT INFORMATION:

- ✍✍ Persons who submit incomplete applications will be given credit only for the information they provide and may not, therefore, receive full credit for their veteran preference determination, Indian preference, education, training and/or experience.
 - ✍✍ All material submitted for consideration under this announcement becomes the property of Human Resources and is subject to verification. Therefore, careful attention should be given to the information provided. Fraudulent statements or any form of misrepresentation in the application process could result in loss of consideration for this position and/or a determination of unsuitability for federal employment.
 - ✍✍ Additional or alternate selections may be made within 90 days from the date the certificate was issued if the position becomes vacant; if filling an identical additional position in the same geographic location; if the qualification requirements are the same and if an Indian preference eligible is on the certificate. If an Indian preference eligible is not on the certificate, the vacancy must be re-announced.
 - ✍✍ EQUAL EMPLOYMENT OPPORTUNITY: Except for Indian preference, consideration will be given without regard to any non-merit factor such as race, color, religion, sex, national origin, partisan politics, physical or mental handicap, marital status, age, membership or non-membership in any employee organization, or sexual orientation.
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HUMAN RESOURCES CLEARANCE:

Cynthia Tsalate

Human Resources Specialist

July 26, 2005

Date

THE FOLLOWING STATEMENT MUST ACCOMPANY ALL APPLICATIONS:

I authorize any and all persons involved directly and/or indirectly in the selection process to review my application.

Signature of Applicant

Addendum to Declaration for Federal Employment (OF 306)
Indian Health Service
Child Care & Indian Child Care Worker Positions

Item 15a. Agency Specific Questions

Name: _____ **Social Security Number:** _____

(Please print)

Job Title in Announcement: _____ **Announcement Number:** _____

Section 231 of the Crime Control Act 1990, Public Law 101-647, requires that employment applications for Federal child care positions contain a question asking whether the individual has ever been arrested for or charged with a crime involving a child and for the disposition of the arrest or charge.

Section 408 of the Miscellaneous Indian Legislation, Public Law 101-630, contains a related requirement for positions in the Department of Health and Human Services that involve regular contact with or control over Indian children. The agency must ensure that persons hired for these positions have not been found guilty of or pleaded nolo contendere or guilty to certain crimes.

To assure compliance with the above laws, the following questions are added to the Declaration for Federal Employment:

1) Have you ever been arrested for or charged with a crime involving a child? YES _____ NO _____
[If YES, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name and address of the police department or court involved.]

2) Have you ever been found guilty of, or entered a plea of nolo contendere (no contest) or guilty to, any felonious or misdemeanor offense under Federal, State, or tribal law involving crimes of violence; sexual assault, molestation, exploitation, contact or prostitution; or crimes against persons; or offenses committed against children?

3) YES _____ NO _____

[If YES, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name address of the police department or court involved.]

I certify that (1) my response to these questions is made under penalty of perjury, which is punishable by fines of up to \$2,000 or 5 years imprisonment, or both; and (2) I have received notice that a criminal check will be conducted. I understand my right to obtain a copy of any criminal history report made available to the Indian Health Service and my right to challenge the accuracy and completeness of any information contained in the report.

Applicant's Signature (sign in ink)

Date

Public Burden Statement: In accordance with Paperwork Reduction Act (5 CFR 1320.8 (b)(3)), a Federal agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Respondents must be informed (on the reporting instrument, in instructions, or in a cover letter) the reasons for which the information will be collected; the way the information will be used to further the proper performance of the functions of the agency; whether responses to the collection of the information are voluntary, required to obtain a benefit (citing authority), or mandatory (citing authority); and the nature and extent of confidentiality to be provided, if any (citing authority). Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the necessary data, and completing and reviewing the collection information. Send comments regarding the burden estimate or any other aspect of this collection of information to the IHS PRA Information Collection Clearance Staff, 12300 Twinbrook Parkway, Suite 450, Rockville, MD 20852.
Please do not send completed data collection instruments to this address.

HOW TO APPLY

<p>The Federal Government does not require a standard application form for most jobs, but certain information is needed to evaluate your qualifications and determine if you meet legal requirements for Federal employment.</p>			
<p>Optional Application for Federal Employment – Form Number OF-612 http://www.opm.gov/forms/pdf_fill/of612.pdf</p>			
<p>Resume or Other written application format with information requested below. www.opm.gov/forms/pdfimage/of0510.pdf</p>			
<p>If your resume or application does not provide all the information we request, you may lose consideration for a job. Applicants who submit incomplete applications will be given credit ONLY for the information they provide and may not, therefore, receive full credit for their Veteran Preference determination, Indian Preference, education, training and/or experience.</p>			
<p>Your resume or application format MUST contain the following information. FAILURE TO INCLUDE ANY OF THE INFORMATION LISTED BELOW MAY RESULT IN LOSS OF CONSIDERATION FOR THIS POSITION. ADDITIONAL INFORMATION WILL NOT BE SOLICITED BY THIS OFFICE.</p>			
<p>⚡⚡ JOB INFORMATION Announcement number, title and grade of the job for which you are applying.</p>			
<p>⚡⚡ PERSONAL INFORMATION Full name, mailing address (with ZIP codes), day and evening telephone numbers (with Area codes). Social Security Number. Country of citizenship.</p>			
<p>⚡⚡ EDUCATION High School (name, city, state, ZIP code if known), and date of diploma or GED. College and/or universities (name, city, state ZIP code if known), majors, type and year of any degrees received (if no degree show total semester or quarter hours earned). To obtain educational credit, applicants must submit a copy of all college transcripts.</p>			
<p>⚡⚡ WORK EXPERIENCE Copy of latest Personnel Action (SF-50B) if current or former Federal employee. Highest Federal civilian grade held (give job series and dates held). Work experience (paid and unpaid) Job title (include series and grade if Federal job) Duties and accomplishments Employer's name and address Supervisor's name and telephone number Starting and ending dates (month and year) Hours per week Salary Indicate if we may contact your current Supervisor.</p>			
<p>⚡⚡ OTHER QUALIFICATIONS Give dates but do not send documents unless requested. Job related training courses Job related skills, i.e., computer software/hardware, tools, typing speed Job related certificates and licenses (if you are a licensed medical professional, submit copy of license to practice) Honors, awards, special accomplishments, i.e., publications, memberships, in professional or honor societies, leadership activities, public speaking, and performance awards.</p>			
<p>Submit the following documents along with your chosen application format if you are in one of the following categories:</p>			
<p>COMMISSIONED OFFICER</p>	<p>INDIAN PREFERENCE</p>	<p>VETERAN PREFERENCE</p>	<p>FEDERAL EMPLOYEE</p>
<p>⚡⚡ Current Billet description</p> <p>⚡⚡ Most recent "Commissioned Officers Effectiveness Report".</p> <p>⚡⚡ Child Care Statement Form</p> <p>⚡⚡ Copies of Licensures</p>	<p>⚡⚡ Verification of Indian Preference for employment, Bureau of Indian Affairs (BIA) Form 4432.</p> <p>⚡⚡ Current Albuquerque Area employees may state that proof of Indian Preference is on file in the Official Personnel Folder</p> <p>⚡⚡ Preference will not be given unless a copy of the 4432 is attached to the application.</p>	<p>⚡⚡ Certificates of Release or discharge from Active Duty, VA form DD-214, and/or Application for 10-point Veterans Preference, Form SF-15.</p> <p>⚡⚡ To receive preference if your service began October 15, 1976, you must have a Campaign Badge, Expeditionary Medal, or a service connect disability.</p> <p>⚡⚡ Preference will not be given unless a copy of the DD-214 (with appropriate dates) is attached to the application.</p>	<p>⚡⚡ Copy of latest Notification of Personnel Action, SF-50</p> <p>⚡⚡ Copy of current performance appraisal.</p> <p>⚡⚡ Priority consideration will not be given to DISPLACED FEDERAL EMPLOYEES, unless a copy of the appropriate documentation such as a RIF separation letter, a letter from OPM or your agency documentation showing your priority consideration status is attached to the application.</p>